

**System and Method for Resource Reduction  
Hierarchical Review**

**ABSTRACT**

Surplus identifications of employees is reviewed by various  
5 members of an organization using a system that stores and tracks  
individual employees' data, including such employees'  
evaluations. Reviewing management receives employee evaluations  
from the employees' management. Automated tools are used to aid  
reviewing management in analyzing the evaluations and spot  
10 anomalies. Reviewing management determines whether to agree  
with the managers' evaluations. Management compares the  
employee evaluations with one another to determine which of the  
employees should be selected as surplus employees. Employees  
within the same skill code and level are compared with one  
15 another. Automatic comparing of employees sorts the data  
records by the employees' respective evaluations and then  
selects a certain percentage of employees with low evaluations  
for surplus recommendations. Employees within the recommended  
surplus list are analyzed by personnel and legal to ensure that  
20 both corporate surplus guidelines and laws are followed.